

## Faculty Senate Minutes

December 12, 2017

4PM GEB A204

Recording:

<https://mediaserver.uthsc.edu/uthscms/Play/6def3d65905f44f79f60c674bf4f645f1d?catalog=95be5dca-bf92-48a5-b3c6-fbb2fa6c941b>

Guest Speakers: Drs. Lori Gonzalez and Cindy Russell with updates from AFSA. Their slides are included at the end of the minutes for more detail:

- Request for input on the new proposed campus mission statement. It will be approved in January. It will then go to Chancellor Schwab for approval, then to the BOT at their June meeting.

***Current:***

*The mission of the University of Tennessee Health Science Center is to bring the benefits of the health sciences to the achievement and maintenance of human health, with a focus on the citizens of Tennessee and the region, by pursuing an integrated program of education, research, clinical care, and public service.*

***Proposed:***

*The mission of the University of Tennessee Health Science Center is to improve the health and well-being of Tennesseans and the global community by fostering collaborative and inclusive education, research, scientific discovery, clinical care and public service.*

- Review of Cross-Cutting Priority 7: Diversity is more than counting numbers. The community needs to be inclusive and respectful.

*Current: Continue to increase the diversity of faculty, staff, students and administration.*

*Proposed: Foster and sustain a diverse and inclusive culture where we respect and engage all members of the UTHSC community.*

Please provide feedback on Strategic Priorities for the Strategic Map:

<https://uthsc.edu/chancellor/strategic-planning/index.php>

- Faculty Handbook: along with Faculty Handbook Sub-Committee and General Counsel's office, AFSA is working on
  - Incorporating policies outside the Handbook into the Handbook. These currently live in [PolicyMedical](#), our Policy Management site.
  - Editing existing Handbook language, such as anonymous voting, URLs/links.
  - Proposing new Handbook language, such as external letters for tenure and promotion, multi-year appointments for non-tenure-track faculty.
- Faculty activity reporting system: Digital Measures was chosen. It will make keeping track of activities and scholarship much easier and more streamlined. Data is only entered once, and harvested from

multiple sources (Banner, Cayuse, Scopus, PubMed, etc.) It will be helpful in annual reviews, the faculty profile website, generation of CVs/biosketches, and departmental-college-campus mmmmm publications.

- Faculty Resource Fair and Social: the event will be Thursday, April 5, 2-6 pm. The theme is “Social Determinants of Health”. It will include a keynote speaker, resource tables, socializing, and faculty recognition. You can submit 2017 awards, recognition, accolades, etc., for yourself or someone else via Qualtrics: <http://bit.ly/UTHSC-Faculty-Recognition>.

The 2016/2017 Faculty Recognition book can be viewed at:

<https://academic.uthsc.edu/resource-fair/faculty-recognition.php>

Please contact Dr. Russell if you would like to assist in planning. 8-6158 or [crussell@uthsc.edu](mailto:crussell@uthsc.edu)

The meeting was called to order at 4:20.

- I. The agenda was approved unanimously.
- II. The minutes of the 11/14/17 Faculty Senate meeting were approved unanimously.

III. Vote on resolution in support of external letters of evaluation for promotion and tenure.

The point of the resolution was to support the philosophy behind it. Reviews can be performed by members of the profession who don't personally know the faculty member.

There was a discussion of the difficulties for clinician/educators in the P/T process.

*Whereas the reputation of a great university largely derives from the reputation of its faculty, and*

*Whereas the University of Tennessee Health Sciences and its Faculty strive to achieve a greater national and international reputation and presence, and*

*Whereas achieving this goal requires rigorous evaluation of faculty quality upon, appointment, grant of tenure and promotion, and*

*Whereas an important attribute of a quality faculty is their impact on the national and international community of scholars in their respective fields and,*

*Whereas the quality and objectivity of faculty evaluations are materially increased by the opinions of that external community of scholars, and*

*Whereas the citizens and legislature of Tennessee expect greater accountability from its university faculties and*

*Whereas a central goal of the University of Tennessee is to provide greater transparency and accountability for faculty quality and activities,*

*Therefore be it resolved that the University of Tennessee Health Science Center Faculty Senate being proud of the UTHSC Faculty, appreciates and supports current efforts to develop broad, UTHSC-wide policies of external faculty evaluation that positively contribute to these objectives.*

Vote: 86% yes, 14% no, 1 yes via email, 4 yes via Zoom

#### IV. Votes on changes to the Faculty Handbook:

*Motion 1: Approve changes to Section 1 of the Faculty Handbook:*

*Change “College of Allied Health Sciences” to “College of Health Professions”.*

*Remove URLs and replace them with numbers referring the reader to a list of policy titles and corresponding URLs contained in an Appendix to the Handbook.*

*Replace the current mission statement with the one to be approved by the UT Board of Trustees in an upcoming meeting.*

*Change reference “4.3.1” to “4.4.1” in the text of paragraph 1.3.*

*Motion 2: Approve changes throughout the Faculty Handbook:*

*Change “vote” where indicating an action throughout the Handbook to “anonymous vote” or “vote anonymously” such that all “votes” associated with faculty appointment, tenure, promotion, EPPR or potential termination are by policy “anonymous votes”.*

Votes on Motion 1: 16 yes, 3 yes via Zoom, 1 yes via email

Votes on Motion 2: 16 yes, 3 yes via Zoom, 1 yes via email

Next meeting – January 9, 2018.

The meeting was adjourned at 4:50.

Respectfully submitted,  
Jennifer M. Langford  
Faculty Senate Secretary